Commonwealth of Massachusetts
Municipal Police Training Committee

"Training for Today, Planning for the Future"

Policy Name:	Policy Number:	Pages:
MPTC Policy 5.01 - Firearms Training Standards	**5.01**	**10**

Subject Area:	Reference/Notes:
Veteran Officer/In-Service Training	Applicable to officers who are required to complete MPTC annual in-service training, including (with modifications) officers at unarmed agencies
Effective Date:	**Issuing Authority:**
October 21, 2026	MPTC Committee, Chief James Hicks (*chair*)
Scheduled Reevaluation Date:	**Previously Issued Dates:**
June 1, 2027	July 1, 2025; July 1, 2024

I. SCOPE

MPTC Policy 5.01 - Firearms Training Standards ("*MPTC Firearms Training Standards Policy*") applies to all law enforcement officers ("officers") certified by the Massachusetts Peace Officer Standards and Training ("POST") Commission who are required to complete MPTC annual in-service training.

II. PURPOSE

The purpose of the *MPTC Firearms Training Standards Policy* is to ensure that officers who are required to comply with it receive two types of firearms training each training year:

1) ***Firearms qualification training*** for ***each individual firearm*** they are authorized to carry and deploy during the training year.[1] This includes each agency-issued or agency-approved firearm, regardless of type or manufacturer. For example, if an officer is authorized to carry three different handguns, they must do *firearms qualification training* annually with each handgun.
2) ***Firearms skills training*** for ***each firearm type (e.g., handgun, rifle, shotgun)*** they are authorized to carry and deploy during the training year.[2] For example, if an officer is authorized to carry three different handguns, they must do *firearms skills training* annually with one of those handguns.

[1] Officers at unarmed agencies only need to complete firearms qualification training with a handgun (revolver or semi-automatic pistol).
[2] Officers at unarmed agencies only need to complete firearms skills training with a handgun (revolver or semi-automatic pistol).

Collectively, four (4) hours of annual *firearms qualification training* and four (4) hours of annual *firearms skills training* constitute the minimum eight (8) hours of annual firearms in-service training that officers must complete each training year.

III. POLICY

It is the policy of the MPTC that all officers who are required to complete MPTC annual in-service training shall comply with the requirements of this *MPTC Firearms Training Standards Policy*.

IV. DEFINITIONS

Firearm, for purposes of this Policy, means each agency-issued or agency-approved pistol, revolver, rifle, and/or shotgun that an officer is authorized to carry and deploy during the training year.

Law Enforcement Agency ("agency") means a state, county, municipal or district law enforcement agency including, but not limited to:
(a) a city, town or district police department, the office of environmental law enforcement, the University of Massachusetts police department, the department of the state police, the Massachusetts Port Authority police department, also known as the Port of Boston Authority police department, and the Massachusetts Bay Transportation Authority police department;
(b) a sheriff's department in its performance of police duties and functions;
(c) a public or private college, university or other educational institution or hospital police department;
(d) a humane society police department in M.G.L. c. 22C, § 57; or
(e) any other law enforcement agency subject to (POST) Commission certification requirements.

Law Enforcement Officer ("officer") means any officer of a law enforcement agency, including the head of the agency; a special state police officer appointed pursuant to M.G.L. c. 22C, § 57, 58 or 63; a special sheriff appointed pursuant to M.G.L. c. 37, § 4, performing police duties and functions; a deputy sheriff appointed pursuant to M.G.L. c. 37, § 3 performing police duties and functions; a constable executing an arrest for any reason; any other special, reserve, or intermittent police officer; or any other law enforcement officer subject to POST Commission certification requirements. Law enforcement officer does not include state or county correctional officers designated to special operations or tactical teams within a state or county correctional facility.

Training Year ("TY") means the MPTC's annual in-service training year that commences July 1st and ends June 30th of the following year. Annual *firearms qualification training* and *firearms skills training* must be successfully completed during each training year.

V. PROCEDURES

a. MINIMUM ANNUAL FIREARMS TRAINING REQUIREMENTS

At a minimum, every officer shall complete four (4) hours of annual *firearms qualification training* and four (4) hours of annual *firearms skills training* each training year. The live-fire portion of each training session shall be separated by at least three months so that the officer is receiving live-fire training at two different times during the training year. The *Use of Force Legal Review* and *Use of Force Policy Review* can be completed at any time during the training year but shall be reported with *firearms skills training*.

POST-certified officers who work for "unarmed" agencies that do not deploy firearms must, at a minimum, successfully complete four (4) hours of *firearms qualification training* ***and*** four (4) hours of *firearms skills training* each training year with a handgun (revolver or semi-automatic pistol).

POST-certified constables must meet the same annual firearms standards as POST-certified officers at armed agencies.

b. OBJECTIVES OF ANNUAL FIREARMS TRAINING

The MPTC's eight (8) hours of annual firearms in-service training has two distinct objectives:

1) **Firearms "qualification" training** requires an officer to shoot rounds of ammunition into a target at varying distances. Qualification training covers safe firearms handling skills and "tests" marksmanship with each individual firearm an officer is authorized to carry and deploy during the training year. It ensures that every officer maintains a minimum level of regular live-fire proficiency and accuracy with the individual firearms they have the potential to use.

2) **Firearms "skills" training** requires a combination of classroom instruction and skills-based, live-fire scenario training with each firearm type an officer is authorized to carry and deploy during the training year. It is not a "test," but instead focuses on improving the officer's marksmanship, reaction, and decision-making skills under stress in a variety of potential shooting situations, as well as enhancing officer safety and the safety of the public.

c. ANNUAL FIREARMS QUALIFICATION TRAINING REQUIREMENTS

Firearms Qualification Training: To ensure compliance with the *MPTC Firearms Training Standards Policy*, and to maintain operational readiness, agencies must ensure that their POST-certified officers successfully qualify with each individual firearm the officer is authorized to carry and deploy during the training year. *Firearms qualification training* must take place at least once per year but can be required more often. The duration of *firearms qualification training* will vary based on logistical variables such as range access, the volume of officers being trained, instructors available to train, the number of firearms being qualified on, and/or the number of attempts it takes to successfully qualify. Each agency is responsible for ensuring the four (4) hours of training are used efficiently and effectively.

Determining Which Firearms Require Qualification Training: Officers within the same agency may have different firearms qualification obligations.

1) Example 1: A police chief, deputy chief, or other officer in a leadership position who is authorized to deploy only their duty pistol during that training year must qualify with that firearm type during the training year.
2) Example 2: A patrol officer, Fugitive Apprehension Unit member, or SWAT Team member who is authorized to deploy a duty pistol, patrol rifle, and shotgun during that training year must qualify with all three firearms during the training year.
3) Example 3: A Law Enforcement Council (LEC) member who is authorized to deploy specialty weapons for the LEC must qualify with those weapons pursuant to the LEC's requirements.

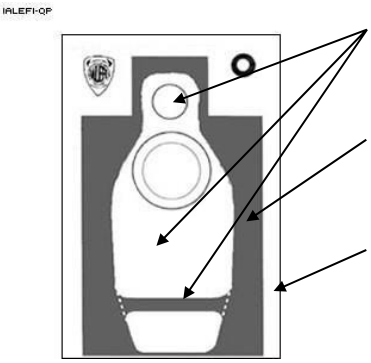
Qualification for Officers Employed by Multiple Agencies: Officers employed by multiple agencies must successfully qualify with each firearm they are authorized by their respective agencies to deploy during the training year. If the same firearm make and model is utilized by more than one agency, the officer only needs to successfully qualify with that firearm once during the training year.

Qualification Requirements: Agencies and their officers must adhere to the following requirements:

1) The number of rounds that must be discharged during each firearm qualification is:

Revolvers	**50 rounds**
Semiautomatic Pistols	**50 rounds**
Patrol Rifles	**50 rounds**
Shotguns	**25 rounds**

2) The use of duty ammunition is not required; however, the ammunition caliber used for qualification shall be identical to duty ammunition used.
3) MPTC-approved targets are: (a) Q type targets; (b) reduced Q type targets for range trailer; (c) Q-P targets; or (d) MPTC two-sided targets.
4) Successful completion of the qualification course for revolvers, pistols, and shotguns requires a minimum score of 80%[3] and round accountability of 100%. Successful completion of the qualification course for patrol rifles requires a minimum score of 90%[4] and round accountability of 100%. Following a failed attempt, attaining a passing score on a reshoot will result in the minimum passing score being recorded.
5) The 100% round accountability is different for officers than it is for MPTC-certified firearms instructors:
   a) Officers: All fifty (50) rounds must be accounted for on the target/paper.
   b) MPTC-Certified Firearms Instructors: All fifty (50) rounds must strike within the gray torso outline. Rounds outside the gray torso outline are misses, even if they are on the target/paper.
6) Target Scoring Criteria (course of fire on IALEFI Q-P target):



Rounds in white scoring area, including the gray area between the upper "Q" and the pelvic girdle, score two (2) points each.

Rounds in "gray torso" are hits but score no points.

Rounds outside "gray torso" are misses for scoring purposes. They are included as part of 100% round accountability for officers but not for MPTC-certified firearms instructors.

7) Attempts Allowed: Qualification training is conducted on a "qualification course" that has five "stations." The five stations test individual distances of fire at fifteen (15) yards, ten (10) yards, seven (7) yards, five (5) yards, and three (3) yards. Each station is scored individually. Ten rounds per station shall be discharged and counted for revolver, pistol, and patrol rifle qualification. Five rounds per station shall be discharged and counted for shotgun qualification.

[3] See ATTACHMENT A – MAXIMUM MISSES PER STATION.
[4] See ATTACHMENT A – MAXIMUM MISSES PER STATION.

The number of attempts allowed at each station are as follows:

a) 15-yard line: One initial attempt and one reshoot if the initial attempt fails.
b) 10-yard line: One initial attempt and one reshoot if the initial attempt fails.
c) 7-yard line: One initial attempt and one reshoot if the initial attempt fails.
d) 5-yard line: One successful attempt. No reshoots allowed.
e) 3-yard line: One successful attempt. No reshoots allowed.

At the fifteen (15) yard line, the ten (10) yard line, and the seven (7) yard line, failing the first attempt shall result in a reshoot of that station. Failing the reshoot constitutes a course failure and thereafter requires a complete reshoot of the qualification course by the officer.

At the five (5) yard line and the three (3) yard line, failing the first attempt constitutes a course failure and thereafter requires a complete reshoot of the qualification course by the officer.

Officers are permitted up to three attempts to successfully complete the entire qualification course. Any officer who is unable to successfully complete the entire qualification course after three attempts shall receive remediation before another qualification can be attempted. Remediation can happen on the same day as the three failed attempts, or on a different day, but in any event must happen within a reasonable amount of time after the three failed attempts. If remediation and successful qualification do not happen on the same day as the three failed attempts, the officer cannot deploy that firearm type in the line-of-duty until they have successfully remediated and passed the qualification course for that firearm type.

8) The qualification standards for student officers shall be the same as the qualification standards for veteran officers.
9) For both student officers and veteran officers, they are only required to successfully complete the qualification course one (1) time per training session for each individual firearm they are authorized to carry and deploy during that training year.
10) For the training year in which a student officer graduates from an MPTC operated/authorized academy, they do not have to qualify on the firearms which they qualified on while at the academy. However, they must qualify on all other firearms which they were not qualified on at the academy and which they are authorized to deploy in the training year of their graduation.

Qualification Reporting Requirements: MPTC-certified instructors must utilize the official *MPTC Firearms Qualification/Skills Sheet* (ATTACHMENT B) and, once completed and signed, submit it to their agency's training coordinator/contact who is responsible for submitting annual in-service training documentation through the MPTC's ACADIS training portal by June 30th each training year.

d. ANNUAL FIREARMS SKILLS TRAINING REQUIREMENTS

Minimum Firearms Skills Training: To ensure compliance with the *MPTC Firearms Training Standards Policy*, and to maintain operational readiness, agencies must ensure that their POST-certified officers also complete a minimum of four (4) hours of annual *firearms skills training* in the following four (4) areas:

1) **Use of Force Legal Review:** Annual review of 555 CMR 6.00 and any statutory/legal updates.
2) **Use of Force Policy Review:** Annual review and acknowledgment of the agency's current Use of Force Policy and other related agency policies/standards.

3) **Supplemental Live-Fire Training:** Completion of the following live-fire rounds (separate from live-fire qualification rounds) with each firearm type an officer is authorized to carry and deploy during the training year:

Revolvers	**50 rounds**
Semiautomatic Pistols	**50 rounds**
Patrol Rifles	**50 rounds**
Shotguns	**25 rounds**

4) **Scenario-Based Training:** Participation in at least one of the following dynamic training formats:
   - Judgmental shooting scenarios;
   - Force-on-Force training, or;
   - Virtual MILO session.

Scenario-Based Training Options: Each agency is strongly encouraged to assess its own individualized firearms training needs and participate in scenario-based training options that best fit those needs. Agencies should strive to make *firearms skills training* realistic and develop scenarios that vary/build upon each other, including but not limited to scenarios that incorporate:

- Multiple target drills or scenarios;
- Reduced lighting;
- Shooting at moving targets;
- Shooting while moving;
- Shooting from multiple different positions;
- Sympathetic fire drill;
- Use of cover;
- Use of both sighted and point shooting techniques;
- Use of steel or reactive targets when and where practical;
- Use of firearms simulators (such as MILO, FATS, or virtual reality), simunition weapons, airsoft/plastic rounds, and/or red/blue guns.

Skills Reporting Requirements: MPTC-certified instructors must utilize the official *MPTC Firearms Qualification/Skills Sheet* (ATTACHMENT B) and, once completed and signed, submit it to their agency's training coordinator/contact who is responsible for submitting annual in-service training documentation through the MPTC's ACADIS training portal by June 30th each training year.

e. MPTC-CERTIFIED FIREARMS INSTRUCTORS

All annual *firearms qualification training* and *firearms skills training* must be taught by MPTC-certified firearms instructors.

MPTC-certified firearms instructors must be recertified every two (2) years. As part of certification and each recertification, instructors shall review the *MPTC Firearms Training Standards Policy* in effect at the time of their certification/recertification.

Instructor certification must be reported by the instructor's agency to the MPTC through the MPTC's on-line ACADIS training portal.

MPTC-certified firearms instructors must complete all eight (8) hours of annual firearms in-service training each year. Their instructor certification does not exempt them from the in-service requirement.

MPTC-certified firearms instructors shall read and acknowledge the version of the *Code of Conduct for Instructors Certified by MPTC* that is currently in effect when they are certified/recertified.

f. IN-SERVICE CREDIT/REPORTING

The eight (8) hours of annual firearms in-service training shall be recorded by the MPTC as *Firearms Annual Requirement 1* (4 hours) and *Firearms Annual Requirement 2* (4 hours). Both training sessions must be completed by the officer and reported by the officer's primary employing agency no later than June 30th of the training year in which the training was completed. The training shall be reported through the MPTC's on-line ACADIS training portal using the *MPTC Firearms Qualification/Skills Sheet* (ATTACHMENT B), which is available on the MPTC's website and is included at the end of this *Policy*. The name of the instructor and the date they conducted the training must be included on each *Sheet*.

Additional firearms training may also be reported through the MPTC's on-line ACADIS training portal but must be reported separately from the *MPTC Firearms Qualification/Skills Sheets* that are used to report annual in-service training requirements.

In-service hours credited to an officer do not increase if the firearms training exceeded eight (8) hours due to logistical variables such as the volume of officers being trained, the number of firearms being trained on, and/or the number of attempts it takes to successfully qualify.

g. BASIC TRAINING EXEMPTION REQUESTS

When an agency intends to hire an officer who needs an exemption from the requirement of completing an MPTC operated/authorized police academy, ***before the MPTC Committee will consider the exemption request*** the agency must first have the officer complete the MPTC's eight (8) hours of annual firearms in-service training. An MPTC-certified instructor shall administer: (a) *firearms qualification training* with ***each individual firearm*** the officer will be authorized to carry and deploy during that training year, and; (b) *firearms skills training* with ***each firearm type*** the officer will be authorized to carry and deploy during that training year. The live-fire portion of each session can be done the same day. Once completed, the officer has fulfilled the annual firearms in-service training required for that training year.

h. FIREARMS TRAINING AFTER AN INTERRUPTION-IN-SERVICE

When an agency intends to return an officer to duty after an interruption-in-service that is not more than five years but has caused the officer to miss at least one session of annual firearms in-service training, ***before the officer can resume police duties and functions*** they must comply with the re-training requirements set forth at 550 CMR 3.04, including completing the MPTC's eight (8) hours of annual firearms in-service training. An MPTC-certified instructor shall administer: (a) *firearms qualification training* with ***each individual firearm*** the officer will be authorized to carry and deploy during that training year, and; (b) *firearms skills training* with ***each firearm type*** the officer will be authorized to carry and deploy during that training year. The live-fire portion of each session can be done the same day. Once completed, the officer has fulfilled the annual firearms in-service training required for that training year.

i. ADDITIONAL FIREARMS TRAINING

The *MPTC Firearms Training Standards Policy* sets a baseline for annual firearms training. Nothing herein should be construed as restricting agencies and/or officers from exceeding these standards.

Municipal Police Training Committee



Colonel Rick Rathbun (ret.)
Executive Director

ATTACHMENT A - MAXIMUM MISSES PER STATION

I. REVOLVERS (80% Minimum Passing Score)

Station Distance	Rounds Fired	Maximum Misses
3 Yards	10	0
5 Yards	10	0
7 Yards	10	2
10 Yards	10	2
15 Yards	10	6
TOTAL	50	10

II. PISTOLS (80% Minimum Passing Score)

Station Distance	Rounds Fired	Maximum Misses
3 Yards	10	0
5 Yards	10	0
7 Yards	10	2
10 Yards	10	2
15 Yards	10	6
TOTAL	50	10

III. SHOTGUNS (80% Minimum Passing Score)

Station Distance	Rounds Fired	Maximum Misses
3 Yards	5	0
5 Yards	5	0
7 Yards	5	1
10 Yards	5	2
15 Yards	5	2
TOTAL	25	5

IV. PATROL RIFLES (90% Minimum Passing Score)

Station Distance	Rounds Fired	Maximum Misses	
		Body	Head
7-3 Yards (moving)	6	0	0
5 Yards	9	0	0
7 Yards	6	0	N/A
10 Yards	4	0	N/A
15 Yards	3	0	0
25 Yards	12	2	N/A
50Yards	10	3	N/A
TOTAL	50	5	0

ATTACHMENT B – *MPTC FIREARMS QUALIFICATION/SKILLS SHEET*

MPTC Firearms Qualification/Skills Sheet

Date: _____ Department: _____ Location: _____

Please make a check next to the type of training being conducted during the session

QUALIFICATION: ___ SKILLS: _____

Please use the "Name" section to record all officers who participated in the training. Qualification and Skills sections should be filled out to reflect the training completed during the session being recorded.

MPTC Firearms Qualification		PISTOL						PATROL RIFLE STAGE									
		15 yd	10 yd	7 yd	5 yd	3 yd	Pistol Score	50 yd	25 yd	15 yd	10 yd	7 yd	5 yd	Moving	Rifle Score	12 GA SHOTGUN SCORE	Remedial (Y/N)
NAME	HANDGUN Make/Ser #	*Minimum number of hits to pass*						*Minimum number of hits to pass*									
		4	8	8	10	10		7	10	3	4	6	9	6			

Lead Instructor	Notes: (if recording skills training, please list training exercises conducted OR attach lesson plan when submitting training in Acadis)	MPTC Firearms Skills (use ONLY if recording skills)	
		☐	Use of Force Legal Review
Asst. Inst / RO's		☐	Use of Force Policy Review
		☐	Skills Live Fire
WEATHER		☐	Judgemental / Simulation / Force on Force
AMMUNITION			

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